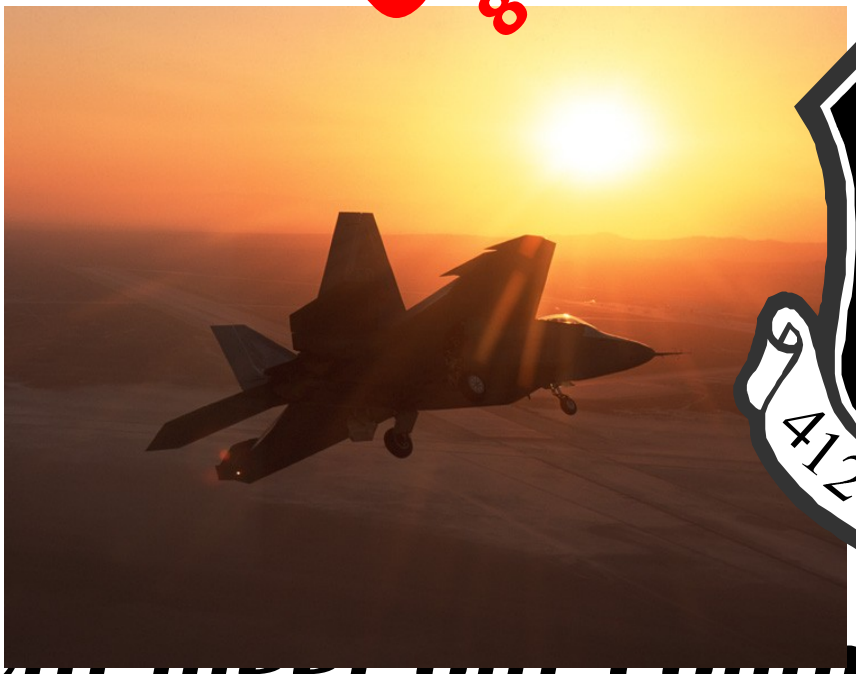
Toward a New Future:

Roadmap for the 412th Test Wing

UPDATE
8 Mar 01



412th TEST WING

We will meet our commitments to serve the Warfighter--on time, every time

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Did you know?

- **Early 1900s - 85% of US workers in agriculture**

  Today - less than 3%

- **In 1950s - 73% of US workers in mfgr or production**

  Today - less than 15%

- **In 2000 - Dept of Labor estimates 44% of all US workers in data services**

  Today - Estimated 66% of US workers in "services" producing knowledge

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And…

- First industrial robot introduced during 1960s
- By 1982 - 32,000 robots in US
- Today - over 20,000,000!

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How about this?

- More information produced in last 30 years than in the previous 5000 years

- Weekday edition of *The New York Times* contains more information than the average person was likely to come across in a lifetime during 17th century England.

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And…

- When today's child reaches 50 years of age, 97% of everything known in the world at that time will have been learned since the child's birth

- Mankind's knowledge base is now doubling in a period of less than 2 years!

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What does it all mean?

Knowledge is our most important product!

Careers come and go. Jobs Change.
This is nothing new…
…it's just happening far faster than ever before!

Calls for different organizations and different kind of workers

Factory of the future will have only 2 employees
A Man & A Dog!
Man will be there to feed the dog….
Dog will be there to keep the man from touching the equipment!

T&E Change Status

- **Reengineering** — **Mr. Hines**
- **Realignment & A-76** — **Col Cameron**
- **Divestiture** — **Mr. Backs**
- **Enterprise Business System** — **Mr. Martini**

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Reengineering
(Manage Projects)

- **Manage Projects incremental release schedule**
  - **Prepare Project Management sub-process – 1 July 01**
  - **Work Breakdown Structure release – 1 July 01**
  - **Second process release – 1 Oct 01**
  - **Initial releases not dependent upon EBS**
- **Implement Project Management sub-process prototyping to begin June 01**
  - **Evaluating candidate CTFs and projects**
  - **Use of Critical Chain in a multi-project environment**
- **Finalizing Implementation Plan**
- **Competition for sub-process owners - ongoing**

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Reengineering
(Bid & Proposal)

- Documented “As Is” process – 364 steps!
- “To Be” process Goals
  - 7 Days for signed customer agreements, 95% accurate
  - 24 hours for Rough Order of Magnitude estimates
- Developed initial design of new B&P Process
- Contacted customers asking for their requirements
  - F-16, F-15, B-1, B-2, B-52, ABL, Global Hawk, AFRL, more…
  - Contacting working level and SPD level
- Categorizing current SOC workload
  - Characterize type of work and complexity
  - Looking for parametrics to be used for B&P models
- Competition for B&P process owner - ongoing

Reengineering
(Manage Business)

- **Not going to proceed at T&E process level**
- **Work as <u>part of</u> Enterprise Business System**

Realignment (OCR)

- Package on hold in AFMC / XPM
  - Updated organization charts per XPM request
  - Want details on reengineering process and the savings that have been generated
  - Contacting XPM to resolve

Realignment
(Organizational Changes)

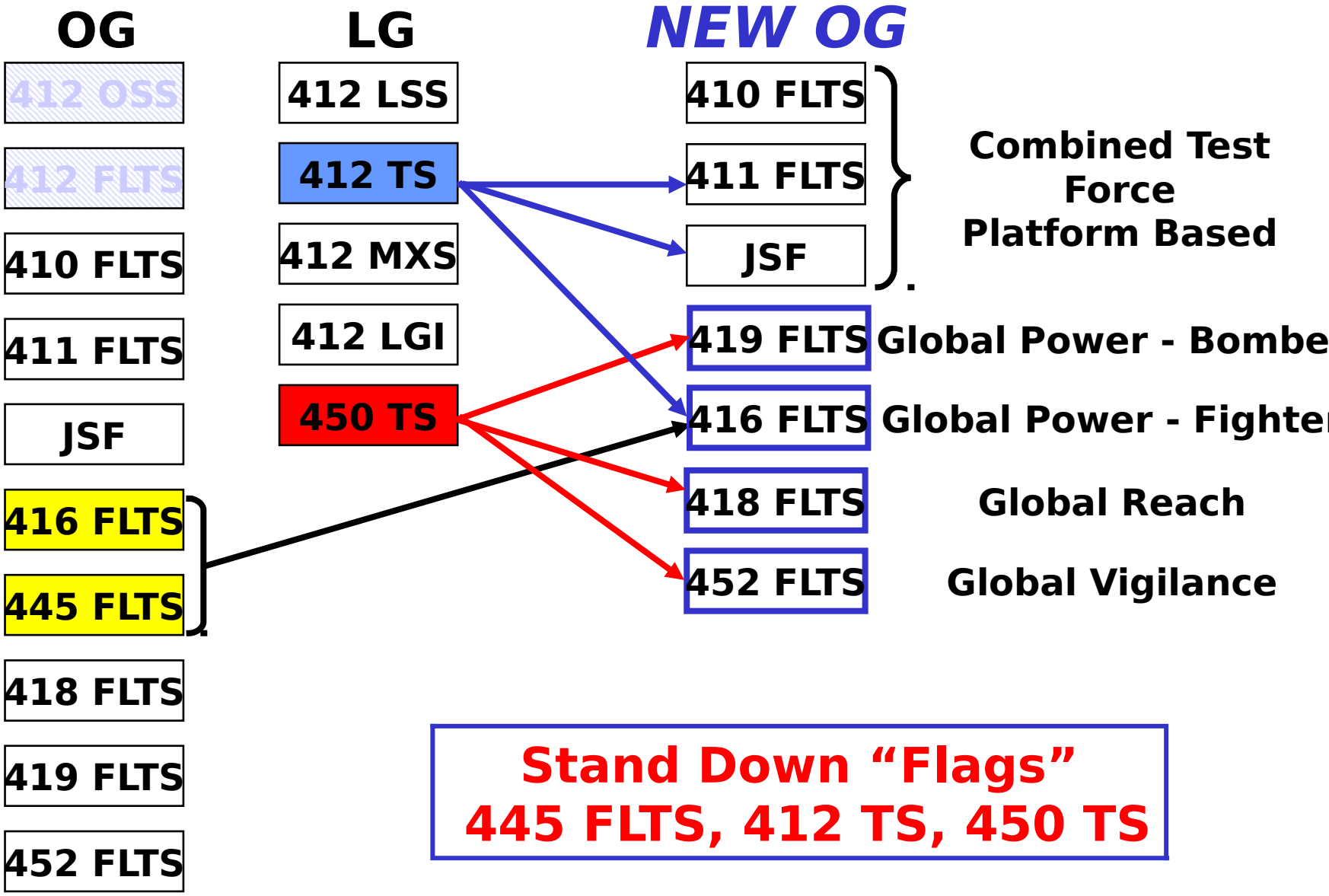
- **15 Feb Established Global Power - Bomber**
  - **450 TS Bomber Maintenance personnel combined with 419 FLTS**
  - **200 + personnel reassigned**
- **1 Mar Established Project Management (DR) Directorate**
  - **1 Mar DR Directorate stood up**
  - **100 + personnel reassigned**
- **1 Mar Established Engineering (EN) Directorate**
  - **TS renamed EN (290 + personnel reassigned)**
  - **TSR realigned to LGR (98 personnel realigned)**

Realignment

(Organizational Changes)

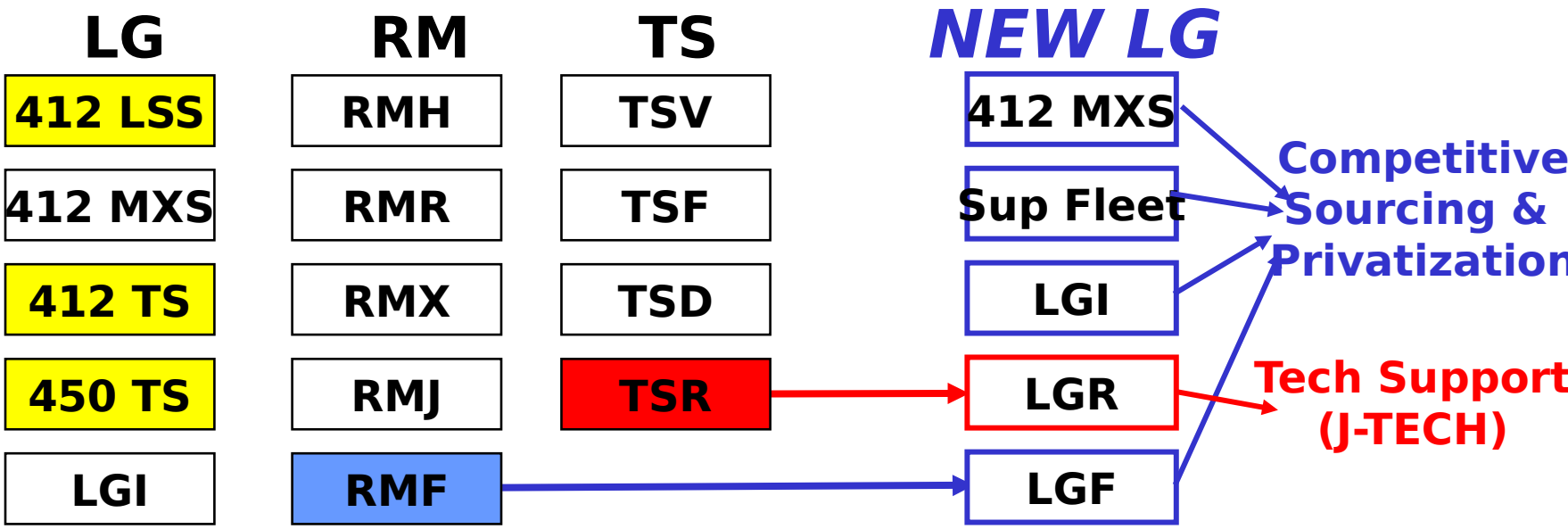
- **30 Mar Established Global Power - Fighter**
  - **445 FLTS personnel realigned to 416 FLTS**
  - **412 TS Maintenance personnel integrated into 416 FLTS**
  - **300 + personnel reassigned**
- **30 Mar Realign other Maintenance Personnel**
  - **412 TS combined with 411 FLTS and JSF**
  - **Dep OG Maintenance & Mx Superintendent**
  - **Orderly Rooms, 3A0 & 3S0**

REALIGNMENT – Restructure OG



Stand Down "Flags"
445 FLTS, 412 TS, 450 TS

REALIGNMENT – Restructure LG



Stand Down
“Flags”
412 LG, 412 LSS

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HR & Facilities

- **Competing Portfolio Manager positions**
  - **Global Power – Fighter**
  - **Global Power – Bomber**
  - **Global Reach**
  - **Global Vigilance**
- **OG Maintenance & Superintendent**
- **Facilities**
  - **“Domino” move (EN, RIT, SFTC, DR, OG)**
  - **New 412TW / DR organization moving into Bldg 2750**
  - **Reengineering team relocating with DR**

A-76
(Long Term Schedule)

- AFFTC request for study – NLT 1 Apr 01
- Congressional announcement of an A-76 study – 1 Oct 01
- Implementation – 1 Oct 04 (beginning of FY05)

A-76
(Short Term Schedule)

- Initial team members identified – 20 Feb 01
- Team room occupied – 5 Mar 01
- Team identified – 7 Mar 01
- Manpower positions identified – 8 Mar 01
- Sent to AFMC – 20 Mar 01 (challenge goal)
  - 30 Mar 01 (commitment)

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A-76
(Functions)

- 412 MXS Support Fleet (Shadow)
- 412 MXS Back Shops
- Aircraft Instrumentation (LGI)
- TW Facilities (LGF)
- TW HazMat Pharmacies & Waste Management
- Flightline Life Support
- Fleet Service

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Divestiture

412TH TEST WING

- "Team" Establishing
  - Mr. Rich Backs - Team Lead
  - Ms. Cheryl Holman
  - 1 - 2 to be named
- Focusing on LG Tiger Team Results
  - F-15 Avionics Test Stations
  - Paint Facility

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EBS Assessment Study

- **Review AFFTC**
  - **Management processes & systems**
  - **Technical infrastructure**
  - **Organizational environment**
- **Compare to the AEDC**
  - **Business solution**
  - **Industry “best practices”**
- **Provide a plan and briefing of results**

EBS Assessment Study

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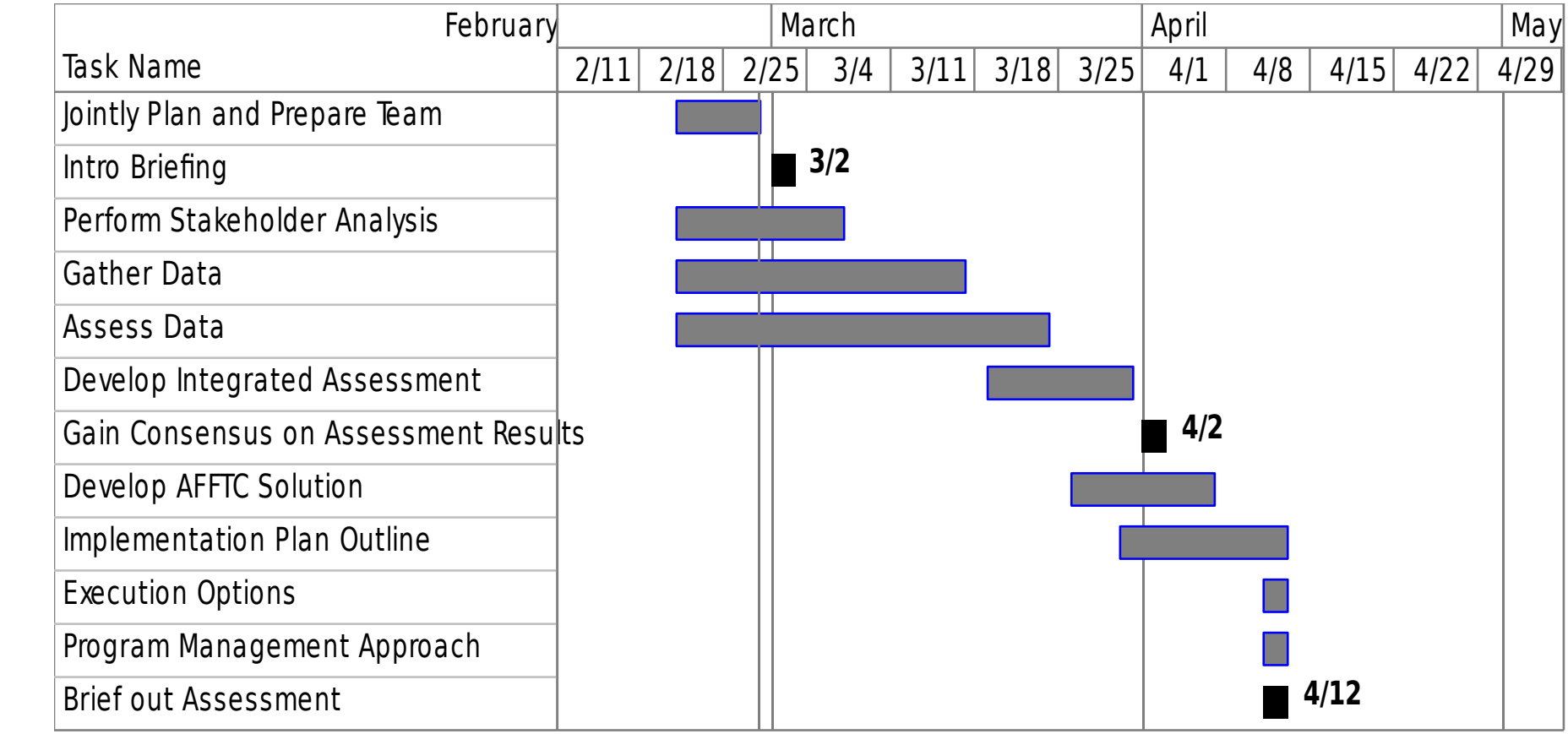
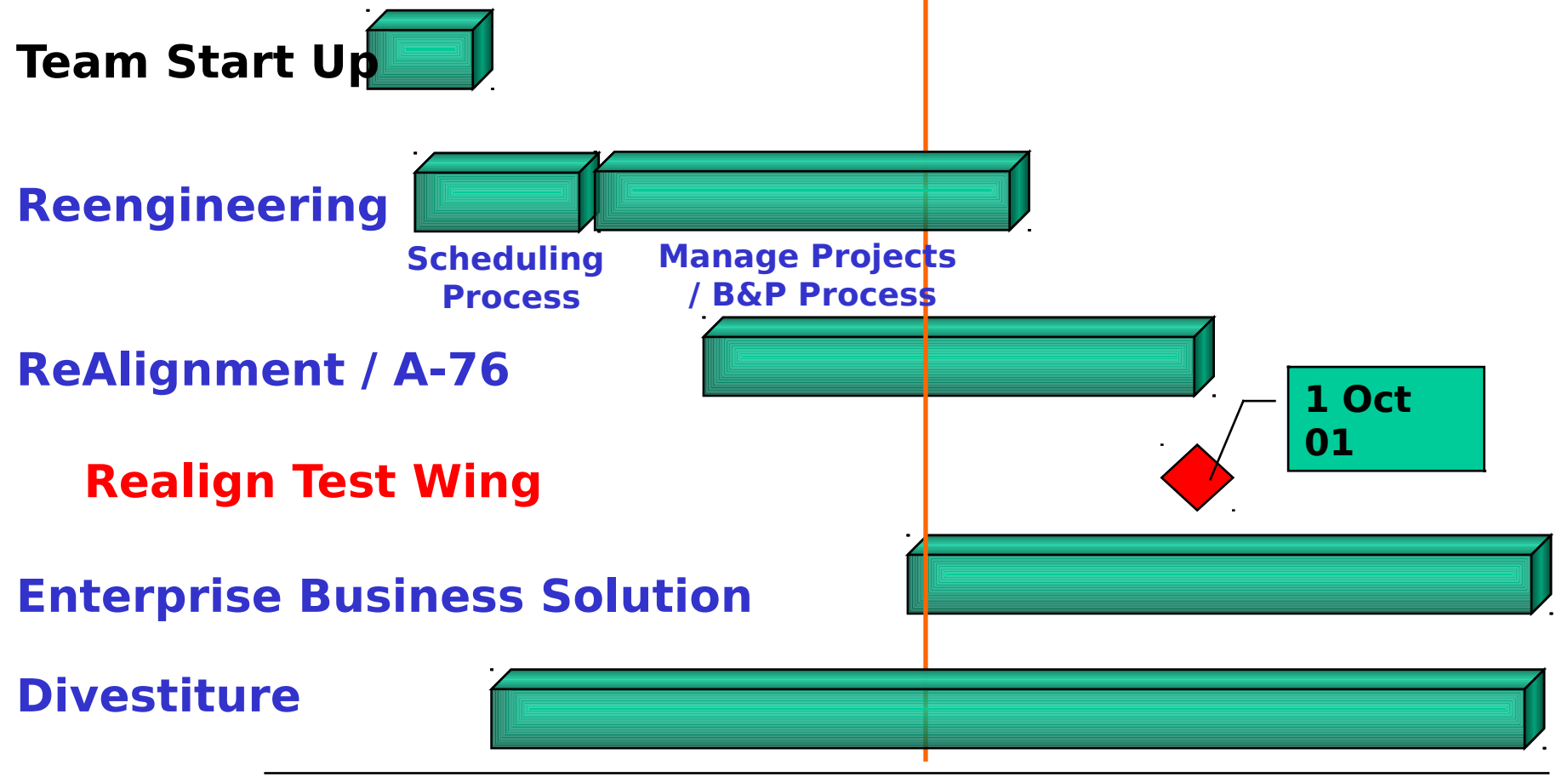


Timeline


Team Start Up
Reengineering
Scheduling Process
Manage Projects / B&P Process
ReAlignment / A-76
1 Oct 01
Realign Test Wing
Enterprise Business Solution
Divestiture
Jan 00 F M A M J J A S O N D Jan 01 F M A M J J A S O N D Jan 02 F M A

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Other Issues

- Munitions Accounting Supply System
  - Part of Supply?
  - Augment, Direct Convert, A-76
- ATCALS Maintenance
  - IT or OSS
  - Operate & Maintain Airfield

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Major Kudos

- **EBS Assessment Contract support**
  - **Senah Williams PKAB**
  - **John Adair PKAB**

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Major Kudos

- **Orderly Room, 3AO & 3SO distribution**
  - **Chief Garnica 450 TS**
  - **Chief Grandle IT**
  - **Chief Martinez TW/CCI**
  - **Chief Melvin 95 MSS**

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Questions?

ilding an agile and responsive Test W

We test what is to be ...